

EXPORT-IMPORT BANK OF THE UNITED STATES

About this report

Part of delivering a world-class Federal workforce is acknowledging that our employees are our greatest asset. It is for this reason that we focus on employee perceptions regarding critical areas of their work lives: areas which drive employee satisfaction, commitment, and ultimately retention in the workforce.

This report highlights your agency's areas of strengths and challenges, identifies areas of progress and opportunities for improvement. Your agency's 2011 results are compared with both the 2011 Governmentwide results and your agency's 2010 survey results. These results allow agency leaders and employees to reflect on past accomplishments while setting priorities for the future.

WHO RESPONDED

EXIM 47% response rate GOVERNMENTWIDE 49% response rate

STRENGTHS AND CHALLENGES

 STRENGTHS  CHALLENGES  GOVERNMENTWIDE

Your agency's 5 highest % positive and % negative ratings, including the 2011 Governmentwide percentage for comparison.

7. When needed I am willing to put in the extra effort to get a job done.	 97%	 97%	9. I have sufficient resources (for example, people, materials, budget) to get my job done.	 54%	 34%
8. I am constantly looking for ways to do my job better.	 90%	 92%	33. Pay raises depend on how well employees perform their jobs.	 53%	 47%
13. The work I do is important.	 89%	 92%	53. In my organization, leaders generate high levels of motivation and commitment in the workforce.	 46%	 28%
28. How would you rate the overall quality of work done by your work unit?	 87%	 82%	18. My training needs are assessed.	 45%	 22%
12. I know how my work relates to the agency's goals and priorities.	 84%	 85%	67. How satisfied are you with your opportunity to get a better job in your organization?	 43%	 32%

INCREASES AND DECREASES

 INCREASE  DECREASE

Up to 5 items with positive ratings that increased or decreased at least 5 percentage points from 2010 to 2011.

Your agency had too few respondents in 2010 to provide items that increased by 5 percentage points or more since 2010.

Your agency had too few respondents in 2010 to provide items that decreased by 5 percentage points or more since 2010.

HUMAN CAPITAL ASSESSMENT AND ACCOUNTABILITY FRAMEWORK (HCAAF)

The HCAAF indices provide consistent metrics for measuring progress toward HCAAF objectives. Here are your agency results compared with the Governmentwide results.



LEADERSHIP & KNOWLEDGE MANAGEMENT



RESULTS-ORIENTED PERFORMANCE CULTURE



TALENT MANAGEMENT

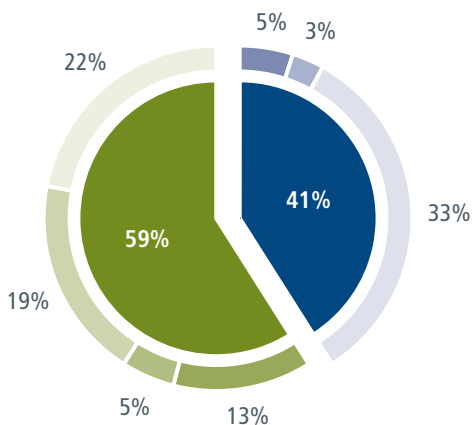


JOB SATISFACTION



TELEWORK

EXIM



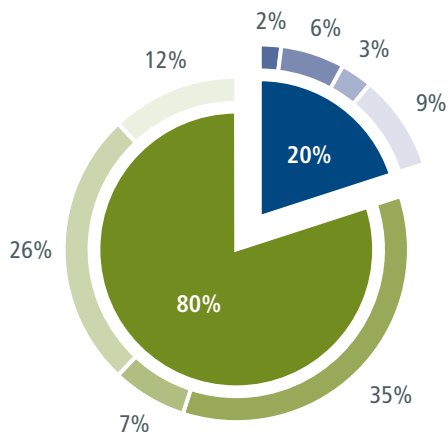
TELEWORK

- I telework 3 or more days per week.
- I telework 1 or 2 days per week.
- I telework, but no more than 1 or 2 days per month.
- I telework very infrequently, on an unscheduled or short-term basis.

DO NOT TELEWORK

- I do not telework because I have to be physically present on the job (e.g., Law Enforcement Officers, Park Rangers, Security Personnel).
- I do not telework because I have technical issues (e.g., connectivity, inadequate equipment) that prevent me from teleworking.
- I do not telework because I did not receive approval to do so, even though I have the kind of job where I can telework.
- I do not telework because I choose not to telework.

GOVERNMENTWIDE



Note: The sum of percentages may not add to 100 due to rounding.



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